



USAFE Airman Information File

November 2003

RECOGNITION -- A POWERFUL MOTIVATOR

It is no secret -- we have the most inspiring and intimidating Air Force in the world! We are always ready to fight and postured to respond anywhere, anytime. I truly believe our readiness is directly related to how well we take care of each other. Taking care of our people is extremely important, and should be a priority for you regardless of your rank or position. Although we have many tactics, techniques, and procedures available to help us care for each other, this month our emphasis is on recognition.

Whether it is a personal thank you note, public acknowledgement at a commander's call, or nomination for a quarterly award, a little recognition has the potential to go a long way. Oftentimes recognition will build confidence, motivation, and be the catalyst to bigger and better things. Our formal recognition program is fairly robust with quarterly and annual awards at various levels. However, this approach is ineffective unless we record achievements and nominate deserving individuals, teams, and organizations. Even when functioning properly, we must realize formal recognition is only half of the answer.

Informal recognition is as important as formal, and they complement each other like a flight lead and his or her wingman. Informal recognition may be as simple as saying thank you or sending an e-mail to an outstanding performer's supervisor, but it must be genuine and timely to be effective. We like to probe outside the radarscope to informally identify and reward consistent, outstanding performers. On Saturday, 25 October we presented our first three *Airmen Committed to Excellence* coins. Each "ACE" coin we present is engraved with the recipient's name and sequentially numbered -- stay committed to excellence and we may be visiting you!

We realize volunteers play a critical role in taking care of our people. In fact, many of our folks do great things to help others day in and day out, out of the goodness of their heart and without recognition. This is why we are implementing Hidden Heroes -- a program designed to recognize volunteers while increasing volunteerism throughout USAFE and its local communities. We are establishing a repository of volunteers and volunteer opportunities at all USAFE bases, making it easier to match needs with qualified volunteers. This also lets us track the significant contributions volunteers make so we can recognize them appropriately.

Get engaged in your local Hidden Heroes program. Learn more about those who serve with you and share your personal appreciation for their contributions to the mission -- use recognition as the catalyst to build confidence, motivation, and readiness!

General Doc Foglesong

CMSgt Gary Coleman

"Bring Your Courage"